

GROUP TRAINING AUSTRALIA (SA) ANNUAL REPORT 2014-15

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Group Training Australia (SA) provides a unique service and support to apprentices, trainees and employers. As the largest network of employers of apprentices and trainees in South Australia, Group Training shows leadership in vocational education and training and dedication to achieving successful outcomes for apprentices and trainees.

2014-15 HIGHLIGHTS

IN TRAINING

02

SA APPRENTICES ATTENDED
THE TODAY'S SKILLS:
TOMORROW'S LEADERS
PROGRAM IN CANBERRA

MEMBERS

01

NEW GROUP TRAINING
MEMBERS OF GTA SA

SMARTKIT

604

SMARTKIT SAFETY
MANAGEMENT SYSTEMS
CREATED TO SUPPORT GTO
HOST EMPLOYERS IN SA

55 *collective
years on
the Board*

YEARS OF SERVICE OF
BOARD MEMBERS

420

REGIONAL AND REMOTE
HOST EMPLOYERS

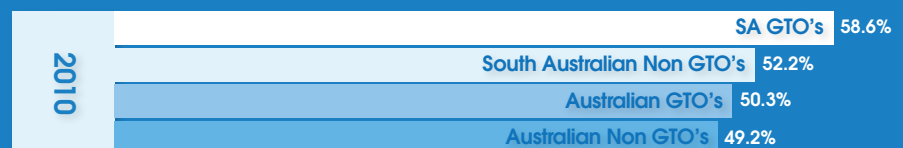
1590

TOTAL MEMBERS
HOST EMPLOYERS

852

LIKES AND FOLLOWERS
ON GTA (SA) SOCIAL
MEDIA ACCOUNTS

GTA (SA) MEMBERS LEAD THE NATION
IN COMPLETION RATES



ABOUT GTA (SA)

GROUP TRAINING AUSTRALIA (SA) is the peak body representing a network of independent, not-for-profit Group Training Organisations in South Australia. GTA (SA) is engaged in the following activities:

- » Building relationships with all relevant State Government agencies
- » Raising the profile of Group Training in South Australia
- » Increasing the market share of Group Training apprentices and trainees
- » Training and professional development
- » Building relationships with all school sectors in South Australia
- » Providing legal information and advice to members
- » Facilitating the sharing of resources
- » Increasing awareness and promoting best practice in WHS compliance

Our Location

GTA (SA) is located in the west of Adelaide at 85 Grange Road, Welland.

Our History

GTA (SA) was established in 1991 and registered as an incorporated body in May 1992.

Our Values

Our strategic vision and day-to-day activities are guided by the organisational values of:

- » Quality
- » Integrity
- » Innovation
- » Accountability

Our Mission

As Group Training's peak industry body, we advocate quality, skills and employment for apprentices and trainees.



Our Patron

We would like to acknowledge the ongoing support of our Patron – His Excellency the Honourable Hieu Van Le AO, Governor of South Australia.

Our Stakeholders

- » 16 Group Training Organisations (GTOs) in SA
- » Two associate members
- » State and Federal Government
- » Group Training Australia Ltd
- » Host employers
- » Apprentices and trainees
- » Jobseekers

Our Clients

Our 16 member organisations and 2 associate members are located across metropolitan Adelaide and all major population centres throughout South Australia. All member organisations meet National Group Training Standards, ensuring the delivery of quality, accountable services to the industry.

Collectively, our members provide employment for almost 3,000 apprentices and trainees in South Australia and account for 26% of all apprentices engaged in SA.

See page 22 for a full list of our members.

WELCOME MESSAGES

Right: Board of GTA (SA) with Minister Gago and Chair of the Training and Skills Commission, Adrian Smith at the launch of the Training and Skills Commission 5 Year Plan.

PRESIDENTS REPORT

DAVID NAGY



Welcome to the 2014-15 Annual Report for Group Training Australia (SA) (GTA (SA)). It is with great pleasure that I present my first Annual Report as President of GTA (SA), after taking on the role in February 2015. I have taken on this role mindful there are large 'shoes to fill' and I would like to acknowledge Mr Michael Boyce and Ms Wendy Ettridge, long-serving Directors of the Association who both also served time as President during the past year.

It is no secret that the group training industry has seen significant change in the structure and position in the apprenticeships and traineeships marketplace over the last twelve months. With the sunset of the Joint Group Training Program being announced for 30 June 2015, and the commencement of the Australian Apprenticeship Support Network (AASN) program commencing in July, the landscape has now changed and group training organisations are adjusting their business models to move ahead.

South Australia's group training industry continues to lead the nation in apprenticeship and traineeship completion rates, market share and support for equity groups. Fittingly our Association continues to deliver innovative programs to support our members drive to be best practice employers for apprentices and trainees, and to work with industry to enhance skills succession for the prosperity of South Australia.

Our membership numbers remain strong. We welcomed APlus Apprentice and Trainee Services as a member in January. In contrast, the group training sector was saddened by the closure of Hospitality Group Training in February, however this event brought out the best in our network, with a significant number of members offering to help place the apprentices affected by the closure. We note that only 6% of HGT apprentices did not take up the opportunity to continue with their apprenticeship, despite being offered the opportunity. This outcome demonstrates the commitment of the members to support apprentices and industry for the benefit of the state.

I look forward to continuing in the role of President and joining with our Board, staff and members to build the capacity of our sector and drive results for the state.

David Nagy

PRESIDENT

EXECUTIVE OFFICER'S REPORT

LAUREN TILTMAN



At the conclusion of one of the most challenging years in the group training sector, GTA (SA) continues to demonstrate our commitment to serving our members and our state in conjunction with our growing membership base. GTA (SA) has continued to perform well against our strategic priorities of SUSTAINABILITY, ADVOCACY and MEMBERSHIP SERVICES.

SUSTAINABILITY:

The past 12 months are recognised as being a significant year in the life of group training, with the wind up of the Joint Group Training Program (JGTP), a joint state and commonwealth funding program for the sector. GTA (SA) through our members support successfully lobbied to retain the state contribution to support group training.

In June 2015 we won a contract with SA Health for the 'Healthy Workers, Healthy Futures: Male Dominated Industries' program. This is a three year contract that will see GTA (SA)



appoint a Healthy Worker Adviser to work with our members, apprentices, trainees and hosts to implement workplace programs and cultural change to address key risk factors in men's health.

GTA (SA) continues to work closely with our industry partners, including our interstate counterparts (Group Training Association of Victoria, Group Training Association of NSW & ACT, Group Training Australia (WA), Group Training Australia (Tasmania) and the Apprentice Employment Network (QLD & NT)), our national counterpart (Group Training Australia Ltd) and our funding bodies throughout the year (Department of State Development, Employers Mutual Ltd and SA Health). We also joined with industry groups and State Government Departments to continue to work towards common goals – this year we worked closely with Business SA, the Construction Industry Training Board, the Association of Independent Schools, the Catholic Education Schools Association and the Training and Skills Commission to name a few.

ADVOCACY

GTA (SA) spent a significant amount of time in the latter part of the year working on a successful targeted campaign to retain the state contribution to supporting group training in SA.

We were also heavily involved in the consultation and lobbying around the Return To Work Act (2014) SA, with a lobby group headed by Business SA and SISA.

In 2014 we welcomed the new Patron of GTA (SA), His Excellency the Honourable Hieu Van Le AO, Governor of South Australia. We also farewelled our former Patron, the Honourable Rear Admiral Kevin Scarce AC CSC RANR, former Governor of South Australia. Rear Admiral Scarce was a significant supporter of group training during his years as both Governor of South Australia and Patron of GTA (SA), and we thank him for his unwavering support during this time.

Throughout the 2014-15 year we continuously lobbied and provided feedback to the Minister for Employment, higher education and skills, and Department of State Development in relation to skills funding in SA. As *Skills for All* drew to a close and *WorkReady* was announced, GTA (SA) congratulated the State Government on their direction of clearly linking training to employment outcomes. The controversial *WorkReady* subsidised training list was announced in late May, and GTA (SA) continues to monitor the impact of skills policy on the growth of apprentice and trainee numbers in the state.

MEMBERSHIP SERVICES

Our Board, subcommittees, project management groups, consultants and staff continue to participate in and generate discussions that firmly place skills employment for South Australia at the forefront of the state's economic decisions. The strength of our cohesive membership is a credit to the members and their ongoing commitment and dedication to skills employment and training in South Australia.

Through a myriad of members services products including support for creating safer work environments for apprentices and trainees, professional development for the staff in the sector, an investment in our online presence through a new website and new social media outlets, and our ongoing sector networking meetings, GTA (SA) continues to provide services to members to assist them in their operations and strategic planning.

I look forward to continuing to work with members to address their needs and to support the principles of group training through the promotion of group training "the best kept secret".

Lauren Tiltman

EXECUTIVE OFFICER

OUR ACHIEVEMENTS

FACTS & FIGURES

FIGURES ACCURATE AT 30 JUNE 2015

**2014-15 TOTAL
APPRENTICE
& TRAINEE
COMMENCEMENTS
FROM 1 JULY 2014
TO 30 JUNE 2015**

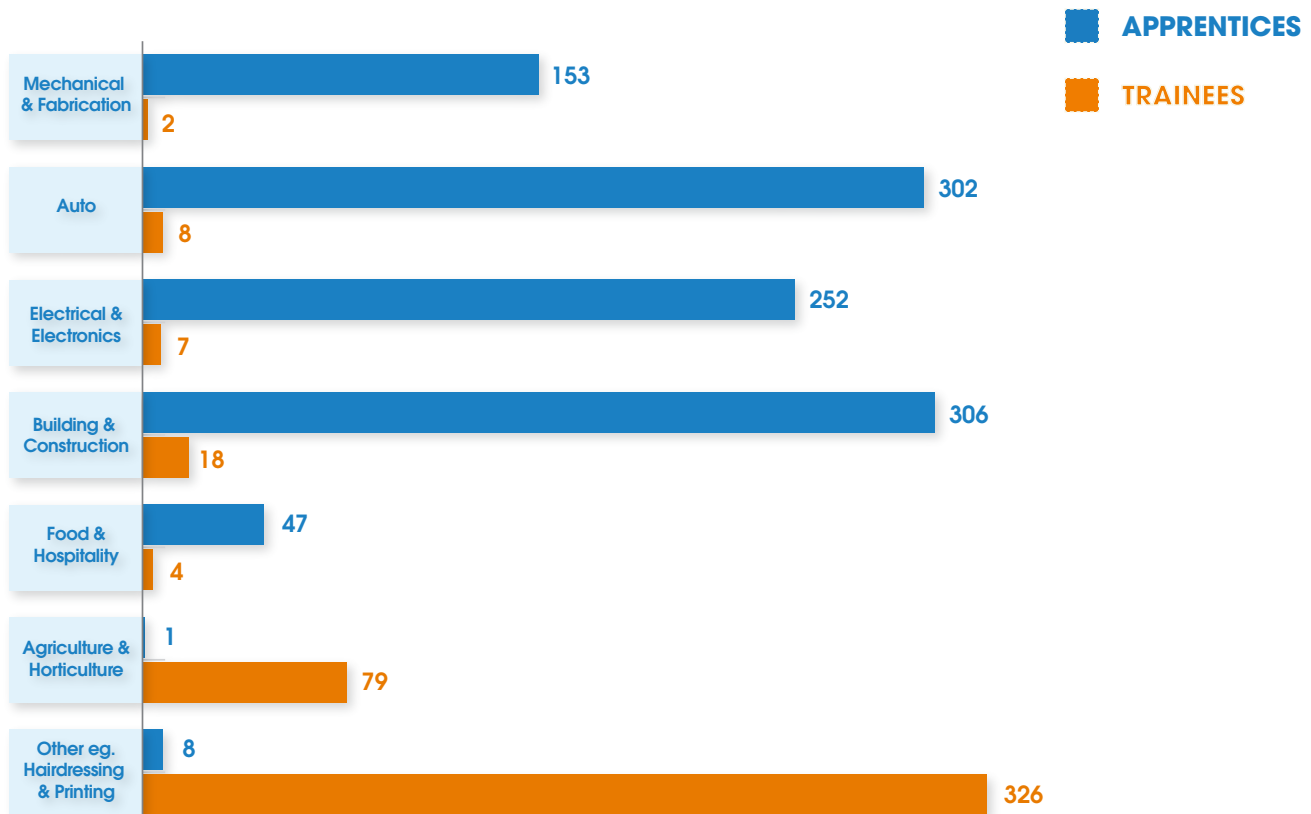
Includes Australian School
Based Apprentices

1109

APPRENTICESHIPS

444

TRAINEESHIPS

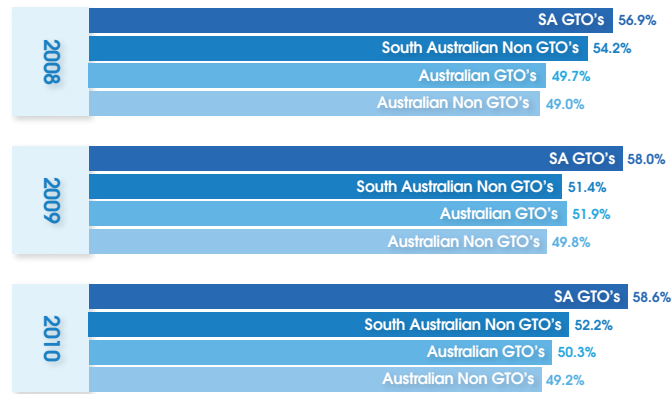


90

2014-15 OUT OF TRADE PLACEMENTS

COMPLETION STATISTICS BASED ON COMMENCEMENTS FROM 2008 TO 2010

Includes Australian School
Based Apprentices



Note: the data is based on the year of commencement. It is approximately five years before reliable completion statistics can be calculated. The percentages for South Australia include the superior completion rates for GTOs; hence the actual percentage for South Australia excluding GTOs would be significantly less.

2014-15 TOTAL APPRENTICES & TRAINEES IN TRAINING AT 30 JUNE 2015

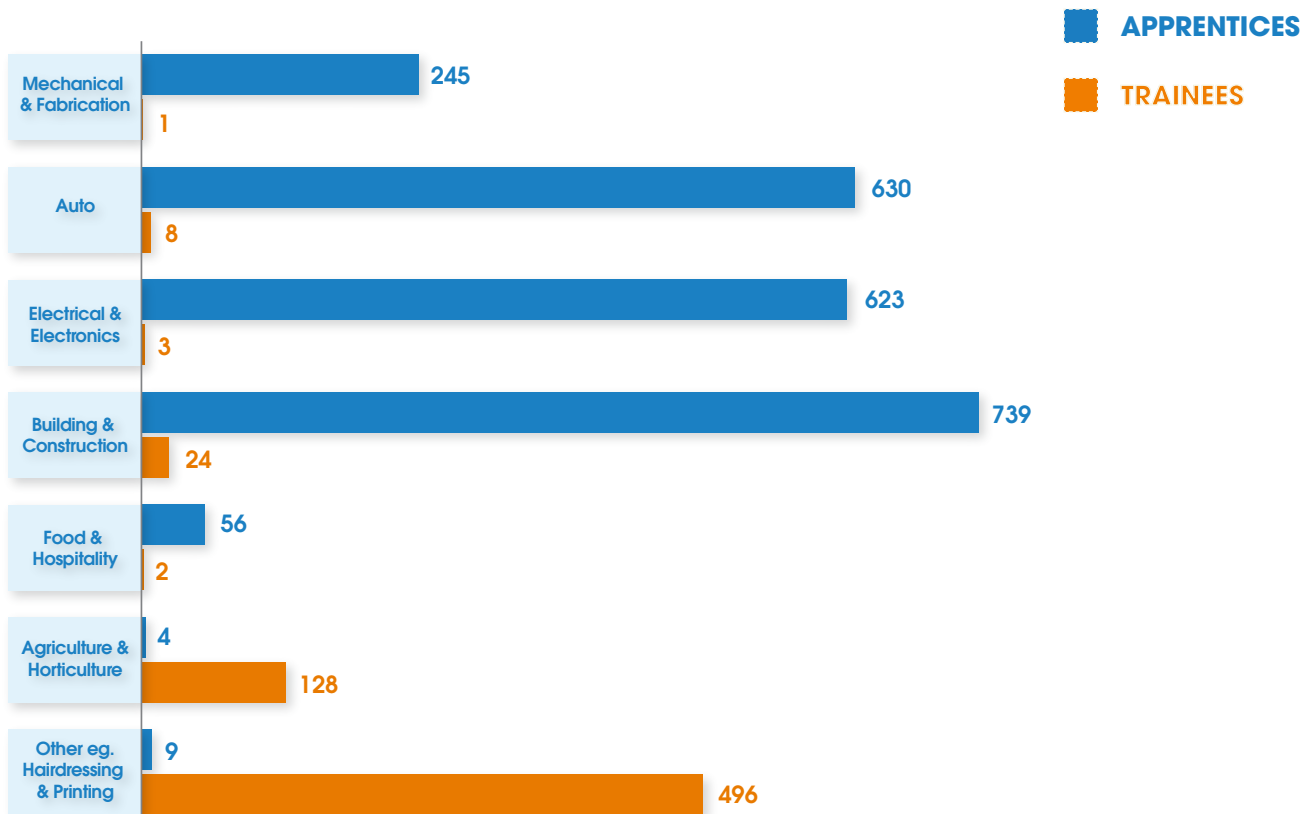
Includes Australian School
Based Apprentices

2306

APPRENTICESHIPS

662

TRAINEESHIPS



2014-15 APPRENTICE AND TRAINEE QUARTERLY RE-ENGAGEMENTS

Includes Australian School
Based Apprentices



GRANTS

Safety Benchmarking

From Employers Mutual Limited

GTA SA was successful in applying to Employers Mutual Limited for funding under the Members Benefit program to introduce a safety benchmarking and cultural change program amongst host employers within a pilot group of GTOs.

This process has provided a significant step forward in the cultural shift of both the field officers and the host employers within the group training network. The development of tools, documents, systems, training programs, app templates and information sessions has laid the ground work to continue this cultural shift to embrace safety as a critical part of the trade environment.

In order for the project to reach its full potential, the project will need to continue to maintain momentum and develop implementation tools for the assessment process. Further focus on the process post-assessment is required to support the host employers to work on making noticeable changes in their work environment, both within systems and workplace culture.

As identified from the outset, this is just the first stage in the process. The Project Management Group and Board of GTA SA will be considering the requirements of further stages of the project to maximise impact and outcomes going forward.

Healthy Workers Healthy Futures

From SA Health

GTA SA was successful in applying to SA Health for funding to address men's health through workplace preventative health initiatives focusing on male dominated industries. The success of this grant was due to GTA SA being an industry association representing GTO's where 86% of apprentices employed are in traditional trades, which are historically male dominated.

The Healthy Workers Health Futures Program aims to contribute to the prevention of lifestyle related chronic diseases in SA workers and to help increase productivity, reduce absenteeism, staff turnover and related workers compensation claims for SA business. This program has included the employment of a Healthy Worker Adviser to drive and support implementation of the initiative. The development of a three year strategic plan and annual plan outlines the governance arrangements, business consultancy model, key performance indicators and strategies for 2015/2016.

In order for the project to reach its full potential, the project will need to engage in sector wide mechanisms and structures to embed sustainable changes for workplace health and wellbeing; and support and provide consultancy within member Group Training Organisations, across their apprentice systems and their associated host businesses.



ADVOCACY

Government funding for GTA (SA)

Secured State Government funding to support the project activities of the Association.

In the process of negotiating further funding for 2015-2016 on the basis of the existing three year arrangement.

Joint Group Training Program (JGTP)

Retained Joint Group Training Policy funding for the 2014-15 year and commitment at a state level for ongoing funding in the forward estimates.

Statistical Reporting on the Group Training Industry

GTA SA produced a Statistics Collection portal that allows members to electronically input their quarterly statistics and produce reports about their progress in comparison to other time periods and in comparison to the overall sector. GTA SA continues to work on the output of this portal.

Competency Based Wage Progression

GTA SA worked with members, the CITB and the Department of State Development to consider the implications of Competency Based Wage Progression on apprentices, particularly those graduating from VET in Schools programs.

National Standards for GTOs

GTA SA continues to liaise with GTA Ltd on the progress of the new 'National Standards for GTOs' that are set to replace the current standards in July 2016.

Dual Trades/Progressive Trades

GTA SA continues to liaise with industry bodies and the Department of State Development around the progression of a Dual Trades model in South Australia.

Workers' Rehabilitation and Compensation Act / Return to Work Act

Continued lobbying State Government, relevant Ministers and Opposition Parliamentarians in regard to section 54 of the Workers Rehabilitation and Compensation Act and the relevant impact on the Return To Work Act.

Institutional Based Trade Training

GTA SA continues to advocate for a shift away from the 'institutional based trade training' option that exists under Skills for All. GTA SA was pleased to see an adoption of the policy that allows certain qualifications to be funded under Skills for All only when attached to a training contract. GTA SA will continue to work with Government in this area. GTA SA was also pleased to note the shift towards Training Contract only trades under the Government's WorkReady program.



GROUP TRAINING AUSTRALIA (SA) AWARDS

The 2014 Group training Australia (SA) Awards were held at Government House in July 2014 and were proudly presented by His Excellency the Honourable Rear Admiral Kevin Scarce AC CSC RANR, then Governor of South Australia and Patron of Group training Australia (SA).

The Awards recognised the achievements of apprentices and trainees across four categories with the winning criteria based upon:

- » career and study achievements
- » communication, team and leadership skills
- » other pursuits
- » the ability represent the national training system at a broader level

The winner of each category represented South Australia at the GTA Awards during the November 2014 National Conference.

Event Sponsors

- » Employers Mutual Limited
- » MEGT Australian Apprenticeship Centre
- » Business SA Apprenticeship Centre
- » Department of State Development
- » DECD Trade Schools for the Future

“South Australia is regularly recognised leading the nation for group training, and this has again been demonstrated with two of our apprentices taking out Awards at the 2014 National Group Training Awards which were held in Hobart on the 13th of November 2014.

► **Anika Duffy**
2014 National Group Training
Indigenous Trainee of the Year

► **Marcus Harders**
2014 National Group Training
Apprentice of the Year



APPRENTICE OF THE YEAR

MARCUS HARDERS

GTO

PEER VEET

Training

Certificate III in Plumbing

Host Employer

National 1 Plumbing & Maintenance Services

Award Judges

- » Sara Longbottom *Department of State Development*
- » Darryl Turner *Employers Mutual Limited*
- » Len Warren *Construction Industry Training Board*

“My apprenticeship was rewarding and provided clarity for my future direction (both personally and professionally). This is only the beginning and I look forward to furthering my qualifications to share my skills with tradespeople in developing countries who do not have access to the quality of training I had.”



TRAINEE OF THE YEAR

FOSTER DAVIS

GTO

Murraylands Training & Employment

Training

Certificate III in Business
Administration

Host Employer

Murray Mallee Aged Care

Award Judges

- » Pete Chambers *Marcellin Technical College*
- » Patrick Kelly *St Patricks Technical College*
- » Adrian Denzen *Career One*

“My traineeship has gone beyond an investment into my education. It has been an investment into my personal development and an investment into my passion for growth and innovation. It has equipped me with the ability to take my ideas or that of others and make them achievable realities.”



INDIGENOUS APPRENTICE (TRAINEE) OF THE YEAR

ANIKA DUFFY

GTO

Career Employment Group

Training

Diploma of Management

Host Employer

Career Employment Group

Award Judges

- » Heather West *Department of Industry*
- » Trevor Lovegrove *Department of State Development*

“Confidence in yourself is the key to success in your career. My traineeship has helped me gain that confidence in myself and my abilities, which in return rewarded me with great experiences and a satisfying career.”



SCHOOL-BASED APPRENTICE OF THE YEAR

SARAH VOIGT

GTO

Hospitality Group Training

Training

St Patrick's Technical College
Australian School Based
Apprenticeship Certificate III in
Commercial Cookery

Host Employer

Jacobs Creek Visitor Centre

Award Judges

- » Stephan Demianyk *Department for Education and Child Development*
- » Marilyn Wall *Association of Independent Schools of South Australia*
- » Jacqui Asser *Catholic Education South Australia*

“Commencing a school based apprentice contract has not only allowed me to complete my year 12 SACE, it has also given me a head start in achieving my goal to become a qualified chef and travel the world to experience other food cultures and cuisines.”

CURRENT PROJECTS

New Horizons Benchmarking Pilot Project

Funded by Employers Mutual Limited's Members Benefits Program, the New Horizons Benchmarking Pilot Project aims to develop an intervention strategy to assist with creating safer work environments for apprentices at host employers.

The project is using a pilot group to establish consistent standards and approaches to managing WHS within the host environment which are evidenced as being successful in improving performance and thus reducing injuries and costs. The project is aligned with the strategic direction of SafeWork SA and the aim will be to work with them to achieve the objectives.

The project also involves the utilisation of a number of initiatives previously funded by Employers Mutual such as the SMART kit, Think about the consequences and GTA (SA) Induction video series, in addition to work commissioned by Group Training Australia Ltd (National Body), to consolidate all approaches and provide guidance on how to integrate and utilise these resources to achieve the ultimate outcome of safe working environments.

An additional benefit of the project will be the up skilling and increased WHS awareness and ownership by host employers, apprentices and field officers in addition to decreasing the risk exposures to individual GTO's.

The project is designed to trial an implementation strategy which all GTO's would then be able to apply.

SMARTKIT

The Safety Management and Resource Tool Kit (SMARTKit), launched in February 2014, has continued as an ongoing project of the Association.

GTA SA engaged business consultants Sustainable Risk Solutions to continue the management of content, and software developer CodeHouse to support and maintain the SMARTKIT website. Further training for

Field Officers will be arranged when Codehouse have completed a complete work over of the website.

The GTA (SA) Board are reviewing a recommendation from the WHS Consultative Committee to expand the industries covered by the SMARTKIT.

SACE Projects

The GTA (SA) Schools Forum had identified that there was a perception amongst schools and parents that students who left school to commence an apprenticeship or traineeship were being deprived of the opportunity to achieve SACE despite completing the qualification that is associated with the apprenticeship or traineeship.

GTA (SA) in collaboration with their schools forum and the SACE Board has been formulating a process to assist Group Training Organisations in facilitating the recognition of SACE points from the training undertaken by Apprentices and Trainees throughout their training contract.

Students who have not completed SACE, and commence an apprenticeship or traineeship, will have access to an alternative pathway that assists them to utilise their off-the-job study associated with their apprenticeship/traineeship qualification as evidence towards their SACE Board, through submission to the SACE Board for recognition.

On successful submission of evidence to meet SACE requirements, the apprentice/trainee will be issued with SACE by the SACE Board.

School Expos

GTA (SA), through the Schools Forum and the Marketing and Communications Advisory Committee are working to put together a process for GTOs to operate as a collective representing group training as one stall at the school career expos, minimising resources required by individual GTOs on a regular basis.



The purpose of the stand at the expos would be to market the Group Training concept to school leavers, not necessarily specific trades or specific GTOs.

The GTA (SA) – Schools Careers Expo Collective Members Initiative is expected to be functional for the school careers expos which typically are held between July and September.

Website Update

GTA (SA) new website, a fantastic resource for our members and for the general public to use to connect to the group training sector, was launched on 19th February 2015.

Reward Design, a local graphic and web design organisation, were selected to build the website and worked from a design brief provided by the Marketing and Communication Committee and wide consultation amongst the membership.

The new website features a Vocation Finder which not only assists job seekers research hundreds of different jobs but connects them with the members who employ apprentices and trainees in their chosen industry or vocation.

Other key enhancements to the website are under development, including a Members Dashboard which will improve the way members interact with the site and provide access them with access to member newsletters and updates, reports, events and training.



2014 GROUP TRAINING AUSTRALIA (SA) FIELD OFFICERS CONFERENCE

The 2014 GTA (SA) Field Officers Conference was held at Balyana Conference Centre in September 2014. The conference is part of GTA SA's commitment to the growth of staff that represents Group Training, and is recognition of the fact that field officers are the lifeblood of our organisations.

The conference provided an opportunity for field officers to delve a little deeper into some of the things happening in the Apprenticeships and Traineeships space and an overview of the changes in the sector.

Presentations included:

- » **Group Training: The Big Picture**
(Sue Gillespie, Deputy President GTA (SA))
- » **Marketing for Field Officers**
(Adam Basheer, Fit 4 Market)
- » **SMARTKit Training**
(Lee-Anne Palubinski, Sustainable Risk Solutions)
- » **Injury Management**
(Stuart Burgoyne, NN Occupational Health)
- » **Drug and Alcohol Awareness**
(Bill Hayes, Integrity Sampling (SA/NT))
- » **School Based Apprenticeships**
(Wendy Ettridge, GTA (SA); Stefan Demianyk Trade Schools for the Future; Sara Longbottom Traineeship and Apprenticeship Services)

A MESSAGE FROM GROUP TRAINING AUSTRALIA

CEO

JAMES BARRON



Without doubt 2014/15 will go down as one of the more critical for GTA national and the entire group training network. A series of government policy and programme decisions came to a head throughout the course of the year (notably the cessation of the commonwealth portion of the Joint Group Training Programme (JGTP)) leaving none of us under any doubt as to the challenges ahead. But as always, GTA and its members will not shy away from the core business of delivering quality employment and training outcomes for thousands of young Australians and working in partnership with host businesses across all industries in every pocket of the country.

Despite the obvious policy and programme advocacy challenges it was yet again a very busy year for GTA Ltd. The November 2014 national conference in Hobart was a great success and GTA and members were particularly pleased with the emphasis and spotlight that the conference placed on so many past and present group training apprentices and trainees via the national group training awards and the excellent exposure given to alumni members of the Today's Skills: Tomorrow's Leaders (TSTL) programme. Delegates were once again reminded of the quality that group training organisations produce on a regular basis. The 2014 TSTL was a fantastic occasion and was particularly special as it was the first time GTA had the opportunity to showcase its group training talent to its new Patron Governor-General Sir Peter Cosgrove. Throughout the course of the year GTA was also very busy on the Indigenous employment and training programme brokerage front; winding up the long-running and highly successful ACCESS programme and expanding its communications, marketing and social media presence with members and external stakeholders as well as managing a very useful GTO Directory.

Amongst all of that GTA Ltd continued to build on its already constructive and productive working partnership with GTA SA. This was highlighted through specific events such as the GTO Forum for GTA SA members held in Adelaide in February this year with special guest the Assistant Minister for Education & Training the Hon. Simon Birmingham. (See photo on opposite page) It was a great occasion due in no small part to the excellent attendance and participation by SA members. I would like to thank all GTA SA members for their support, feedback and assistance throughout the year and pay particular thanks to the GTA SA Board, State President David Nagy, National Director Mike Boyce and Executive Officer Lauren Tiltman – GTA looks forward to working closely with you all throughout the very challenging times ahead.

James Barron

CEO, Group Training Australia (Ltd)



**Executive Manager
of GTA SA**
Lauren Tiltman

**Chairperson of
GTA Ltd**
Michael Bennett

**Assistant Minister
for Training**
Senator Simon
Birmingham

**Former Chairperson
of GTA SA**
Wendy Ettridge

**Chief Executive
Officer of GTA Ltd**
James Barron

Director of GTA Ltd
Michael Boyce

SOUTH AUSTRALIAN APPRENTICE ON THE INTERNATIONAL STAGE



Group Training Employment apprentice cabinetmaker Karl Geue has been selected to represent Australia as part of the 2015 Skillaroos team at the 43rd Worldskills Competition in Sao Paulo, Brazil.

In the lead up to selection Karl competed and came home with a silver medal from the inaugural

Worldskills Oceania Competition in New Zealand.

Working with host employer Kingston Cabinets and training at the Mount Gambier Campus of TAFESA with lecturer Dean Hart, Karl has met the high standards that being selected in the Skillaroos 2015 squad requires. Initially winning gold at the Worldskills Regional Competition Karl gained selection to compete at the national competition in Perth during September, 2014.

Since winning gold at the Worldskills National Competition Karl has been working closely with Adelaide based Worldskills Chief Expert Jason Hindes to further develop his skills and maintain his competitive edge, as well as training in his own time with Kingston Cabinets owner/operator Derek Butler.

GTE have been assisting Karl with expenses incurred while undertaking his extra training since winning the gold at regional level and continue to do so as he competes in Brazil.

When asked about his experience Karl said, "Worldskills Australia has allowed me to meet new people both in the cabinetmaking industry and beyond. I have also travelled to places in Australia and overseas that I never would have done had I not been given this opportunity. My Worldskills Chief Expert Jason Hindes and my TAFE lecturer Dean Hart have allowed me to perfect my skills and learn new techniques beyond my day-to-day work as an apprentice." And about how he felt to be representing Australia in Sao Paulo he added "I am honoured to represent Australia in Brazil at the 43rd Worldskills Competition. It is a privilege that a competition such as this is available to trades men and women to showcase their skills. Very few people have the chance to represent their country at an international level, so this will be a once in a lifetime opportunity. I thank Group Training Employment and my host employer Kingston Cabinets for their ongoing support with my preparations."

GTE General Manager Brenton Lewis stated "Karl has applied himself to this challenge in a dedicated and professional way. He has put in the extra work required and has yielded the results so far that we have all been hoping for. We are very proud of his efforts so far and wish him well ahead of the competition in Brazil."



TODAY'S SKILLS: TOMORROW'S LEADERS

A National Leadership Program for Group Training Apprentices and Trainees

The Today's Skills: Tomorrow's Leaders (TSTL) Program was held in August 2014 at the Australian Institute of Sport, Canberra, and brought together 19 of Australia's high achieving apprentices and trainees to participate in a week-long intensive professional development program.

TSTL offers a unique opportunity for participants to develop their leadership and self-management skills, clarify future goals and improve work/life satisfaction. Participants also have the opportunity to interact with elite athletes from the AIS – learning how passion, commitment and goal achievement is applied in a variety of contexts, and visit Parliament House and meet with key ministers.

One of the highlights of the program was a visit by His Excellency General the Honourable Sir Peter Cosgrove AK MC (Retd), Governor-General of the Commonwealth of Australia and Patron of GTA. Sharing lessons from his extensive and diverse leadership experience, the Governor-General addressed participant questions and offered encouraging words of wisdom to help equip the group in their current and future roles.

South Australia was represented by two high achieving participants:

- » Jessica James
- » Kane Sturzebecher



JESSICA JAMES

Automotive Vehicle Body Apprentice

GTO MTA Group Training Scheme

Host Employer Hanson road Crash Repairs

Jessica has completed a Certificate 3 in Automotive Vehicle Body (Vehicle Painter) through MTA Group Training Scheme, hosted by Hanson Road Crash Repairs.

Jessica excelled from day one of her apprenticeship, and her determination to succeed saw her achieve a number of awards – MTA Occupational Health & Safety Award 2010, MTA Outstanding Achievement Award (Vehicle Painting) 2011, MTA Bob Goldsworthy Award 2013. She was also a finalist in the 2014 SA Group Training Awards for Apprentice of the Year and Indigenous Apprentice of the Year.

During her apprenticeship Jessica demonstrated on numerous occasions the attributes of a natural leader and earned the admiration of her trainers for her dedication to not only learning and developing her own skills, but also for often assisting other students who found areas of the training curriculum challenging.

Jessica is described by her host as “highly motivated, passionate, polite and is a valued member of the team. Her energy in the workplace is infectious and creates a positive work environment”.

Jessica intends to pursue further study to not only build on her current skills but to gain qualifications that will assist her to train, mentor and inspire young indigenous people, young women and school students in general to consider a career in the automotive industry, but also consider doing so through group training.



KANE STURZEBECHER

Data Communications Apprentice

GTO PEER VEET

Host Employer APEX Communications

Kane was a mature aged apprentice who completed a Data Communications Apprenticeship through PEER VEET. He was hosted by APEX Communication Technologies.

Kane has always had a passion for IT, and after finishing year 12 completed a Certificate III in Information Technology, but preferring a hands on approach to work he was drawn into the apprenticeship.

Kane is a high academic achiever and he achieved numerous distinctions and credits in the completion of his formal training, and was highly regarded by his trainers at the PEER Technical College for his diligence and commitment to learning. His prior qualifications and experience in Information Technology proved to be invaluable in his apprenticeship, and his outstanding skill set, work proficiency, communication skills and work in a team environment has seen him recognised as an integral asset by his host.

In 2013 Kane was awarded the National Electrical Communications Association – SA Chapter (NECA SA) Apprentice of the Year – Data Communications Award, and as the State winner was judged for the National Awards. Kane was chosen as the winner of the “2013 NECA National Apprentice of the Year in Data Communication Award”.

Kane is keen to continue his learning and education experience to provide him with greater opportunities to advance in the industry and his career.

LOOKING FORWARD

The GTA (SA) Strategic Plan 2013-2016 lists the following priorities:



SUSTAINABILITY

- ▶ Securing and developing government funding and support
- ▶ Investigating alternative revenue streams
- ▶ Achieving sound governance practices
- ▶ Developing and recruiting staff
- ▶ Retaining and building our membership base



MEMBERSHIP SERVICES

- ▶ Developing and reviewing training models
- ▶ Adding value to members through professional development, promotion, WHS projects, funding and member discounts
- ▶ Sharing current information and reporting with members



ADVOCACY

- ▶ Improving stakeholder engagement
- ▶ Improving marketing, communications and media presence
- ▶ Advocating skills and employment for apprentices and trainees
- ▶ Developing the Group Training Industry
- ▶ Adhering to equity

OUR ORGANISATION

THE BOARD

YEAR

(Year of Induction)

Elections were held on 28 November 2014. Thank you to Michael Wakefield, long-standing Director, and David Cockram, Treasurer, who completed significant terms. We also acknowledge the efforts of Wendy Ettridge, former Director and President who stepped down in February 2015, and Keith Jasper, former Director who stepped down in June 2015.

2014



DAVID NAGY

GTA (SA) PRESIDENT
MAXIMA

2014



BRENTON LEWIS

GTA (SA) DEPUTY PRESIDENT
GTE

2014



SHELLEY JONKER

GTA (SA) TREASURER
CEG

2004



MICHAEL BOYCE

GTA (SA) DIRECTOR
PEER VEET

2000



SUE GILLESPIE

GTA (SA) DIRECTOR
STATEWIDE

2000



KEITH JASPER

GTA (SA) DIRECTOR
(RTD JUN 2015)
MBGTS

2008



WENDY ETTRIDGE

GTA (SA) PRESIDENT
(RTD FEB 2015)
HGT

2010



DAVID COCKRAM

GTA (SA) TREASURER
(RTD NOV 2014)
MAXIMA

1999



MICHAEL WAKEFIELD

GTA (SA) DIRECTOR
(RTD NOV 2014)
TAPS

COMMITTEES

Marketing and Communications Committee

Chair

David Nagy, Maxima

Composition

Group Training Representatives and invited guests (non-voting)

Responsibility

- » To continuously improve marketing and communications around Group Training on behalf of GTA (SA) and members
- » To develop targeted strategies on identified marketing and communications issues to contribute to the reach of the association and members
- » To continuously improve the marketing and communications knowledge of GTA (SA) and members
- » To provide strategic advice and direction to the GTA (SA) Board and interested parties on matters relating to marketing and communications
- » To ensure that the marketing and communications aspects of the GTA (SA) strategic plan are addressed in a timely fashion

Key Achievements

- » Review and launch of the GTA (SA) website
- » Marketing flyers uploaded to the GTA (SA) website and circulated to members
- » Development of a strategy for combined/ shared marketing at school career expos to reduce the impact on resources for GTOs
- » Reviewed feedback from the 2014 Field Officers Conference

GTA Schools Forum

Chair

Wendy Ettridge, HGT (retired February 2015)

Sue Gillespie, Statewide

Composition

Group Training Representatives and Industry Partners:

- » Catholic Education South Australia (CESA)
- » Department for Education and Child Development (DECD)
- » Department of State Development – Traineeship and Apprenticeship Services (DSD – TAS)
- » Department of Education and Training (formerly Department of Industry)
- » Association of Independent Schools of South Australia
- » Marcellin Technical College
- » St Patricks Technical College
- » Western Futures

Responsibility

To foster collaboration between GTOs, schools and relevant stakeholders to support students in transitioning from school to work through quality vocational education and training opportunities.

Key Achievements

- » Continued development on the process for recognition of SACE through apprenticeship pathways and collaboration with the SACE Board for development of assessment tools for GTOs to utilise
- » Compilation of a School Careers Expos Calendar
- » Reviewed competency based progression in the industries and its impact on progression based training wages
- » Compiled a list of GTO – RTO scopes for shared training course usage amongst member GTOs
- » Coordinated GTO representation at the Plan B Expo conducted at the Burnside Council
- » Established links with the new DECD 14 student pathways senior leaders and 5 business partnership managers

WHS Consultative Committee

Chair

Malcolm Baxter, PEER VEET

Composition

Group Training Representatives and Industry Partners:

- » Employers Mutual Limited
- » WorkCover/ReturnToWork SA

Responsibility

- » Monitor and analyse industry WHS performance and trends
- » Identify, develop, implement or recommend targeted interventions or programs
- » Develop procedures, guidelines and standards for GTA (SA) members
- » Assist with the WHS issue resolution

Key Achievements

- » Continued involvement in the Management and development of the "New Horizons Safety Benchmarking" Pilot project
- » Consultation with ReturnToWorkSA on the impact of claims cost on annual employer premiums under the new insurance premium system.
- » Participation in the Field Officer Conference with arrangements made for a presentation on Drug and Alcohol Awareness
- » Distribution of a Simple Instruction Manual for the SMARTKIT
- » Provision of WorkCover Industry Wide Performance Charts allowing each GTO to map their WorkCover claims management against Industry, Group Training and overall WorkCover scheme performance
- » Continued review and feedback to SMARTKIT program consultants for continuous improvement and development of the resource
- » Continued discussion around management and best practice of the Work Health and Safety Act 2012 (SA)
- » Commitment from ReturnToWorkSA to be represented at committee meetings, and consult to GTOs to assist with continuous improvement to workplace safety
- » Information session from EML on guidelines issued by ReturnToWorkSA on processing new compensation claims and the impact on GTOs
- » Training Session from EML on Return To Work Act 2014 reforms and impact on employers

Leadership Committee

The Board have initiated action for the creation of a Leadership Committee, which will exist as a sub-committee of the Board as of August 2015.

Middle Managers were encouraged to nominate for the committee whose main duties will be to:

- » Undertake task and projects as directed by the Board
- » Provide support and strategic advice on opportunities, policies and procedures to the Board
- » Support professional growth of the committee members
- » Develop a sound understanding of governance and a strategic approach to thinking amongst the committee
- » Manage projects relating to governance and strategy as approved by the Board

The following terms of reference will apply:

Chair

The Chairperson will be appointed by the Board of GTA SA, and held by a current Board Member of GTA SA. Michael Boyce was appointed the initial Chairperson for the committee.

Composition

Group Training Representatives and invited guests (non-voting)

Responsibility

- » To support the Board and Executive of GTA SA to develop strategic initiatives for the Group Training sector and the Association
- » To develop targeted strategies on identified opportunities issues to contribute to the reach of the association and members
- » To continuously improve the governance of GTA SA and members
- » To provide strategic advice and direction to the GTA SA Board and interested parties
- » To support the delivery and inform future iterations of the GTA SA strategic plan and ensure tasks are addressed in a timely fashion

MEETINGS

**28 Nov
2014**

Annual General Meeting

Chair

Michael Boyce

Composition

15 Members and 14 Observers

Key Discussion Points

- » Presidents Report 2013-14
- » Auditors Report 2013-14
- » GTA (SA) Annual Report 2013-14 tabled
- » Appointment of Auditor
- » Election of Board members conducted by Returning Officer Lauren Tiltman

**21 Aug
2014**

Member's Forum

Chair

Michael Boyce

Key Discussion Points

- » Department of State Development (DSD) Report
- » Return to Work SA Bill
- » GTA SA Patron
- » GTA SA Statistical Reporting portal
- » Training Package Reform with CITB

**28 Nov
2014**

Chair

Michael Boyce

Key Discussion Points

- » GTA National Report
- » Combined Schools Expos
- » SMARTKIT distribution
- » Strategic Direction
- » Safety Benchmarking Project

**19 Feb
2015**

Chair

David Nagy (Acting Chair)

Key Discussion Points

- » GTA SA Combined Members Schools Career Expo Initiative
- » GTO Social Media Information Session
- » DSD Employment Programs Presentation
- » Safety Benchmarking Project – Update by Sustainable Risk Solutions
- » New member introduction
- » GTA SA Website Launch

**21 May
2015**

Chair

David Nagy

Key Discussion Points

- » Changes to the GTA SA Board
- » GTA SA Statistical Reporting portal operational
- » Dual Trades/Progressive Trades Project – Update
- » DSD – WorkReady Presentation
- » GTA SA Submission – Proposed CITB Cuts
- » GTA SA Planning for 2015/16 - Update

ACKNOWLEDGEMENTS

Industry Award



In 2014, Tracy Francis, Senior Field Officer at Statewide Group Training received the GTA SA Industry Award. Tracy has been recognised in this award for the high level commitment and integrity she has maintained to the Group Training Area

for more than 25 years. Congratulations Tracy!

Life Membership



Life Membership is the highest honour that GTA (SA) can bestow on an individual. In recognition of their contribution to the advancement of Group Training in South Australia, the Board is pleased to acknowledge the following recipients:

In 2014, Michael Wakefield, Chief Executive Officer at TAPS received the GTA SA Life Membership Award. Michael has served the group training sector of South Australia for 20 years, with over 17 years as CEO of TAPS. Michael served on the Board of GTA SA for 16 years, at times as President and Deputy President.

MICHAEL WAKEFIELD 2014

Chief Executive Officer
Trainee & Apprentice Placement Service Inc.

KELVIN HUMPHRIES 2012

Chief Executive Officer
Statewide Group Training (SA)

JANICE PAGET 2011

Ex Chief Executive Officer
Maxima Group Training (SA)

KEVIN PETHERICK 2011

Ex Regional Operations Manager
Statewide Group Training (SA)

MONICA MEULENGRAAF 2011

Chief Executive Officer
Murraylands Training and Employment Association (SA)

Industry Partners

GTA (SA) would like to acknowledge the continual support of the following organisations and their staff:

Association of Independent Schools of South Australia

» Marilyn Wall

Catholic Education in South Australia

» Jacqui Asser

Department of State Development

» Ray Garrard (Ret'd)

» Craig Fowler (Ret'd)

» Peter Klar

» Isabel Maurer

» Kuang Tan

» Sara Longbottom

» Bec Curtain

Department for Education and Child Development

» Stefan Demianyk

» Gaye Becis

Department of Industry

» Heather West

» Megan Rawley

Employers Mutual Limited

» Declan Collins

» Darryl Turner

» Jodie Bischoff

» Anna Amarosa

SafeWork SA

WorkCover SA

» Greg McCarthy

» Rob Cordiner

Association Sponsors

» Motor Trades Association of South Australia

» Code House

» Department of State Development

» MARSH Insurance Brokers

» Employers Mutual Limited

Associate Members



Marcellin Technical College

mtc.sa.edu.au

Cnr of Mander and Beach Roads

Christie Downs SA 5164

T (08) 8186 9700



ST PATRICK'S
Technical College

St Patricks Technical College

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GTA (SA) MEMBERS



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**Motor Trade Association Group
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**Murraylands Training and
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**Australian Industry Group
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PEER VEET
peer.com.au
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**Career Employment Group
(CEG)**
ceg.net.au
80 Cartledge Avenue
Whyalla Norrie SA 5608
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SMGT
smgt.com.au
2A Wilson St
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T 1800 025 097



**Group Training Employment
(GTE)**
gte.org.au
173 Commercial Street West
Mount Gambier SA 5290
T (08) 8721 2345



**Statewide Group Training -
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Master Builders Apprentices
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**Timber & Building Materials
Association (TABMA)**
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93 Morphett Road
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Maxima Group Training
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**Trainee & Apprentice Placement
Service Inc (TAPS)**
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235 Glen Osmond Road
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“Confidence in yourself is the key to success in your career. My traineeship has helped me gain that confidence in myself and my abilities, which in return rewarded me with great experiences and a satisfying career.” - **Anika**



GTA (SA)

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